

OHR Workplan

Key Results, Objectives and Strategies

OHR Mission: The Office of Human Resources partners with our customers to create excellence in human resources.

OHR Vision: Our vision is to provide state government with the best human resources program development, consultation, and delivery. We will accomplish this through a unified staff who coordinate their strengths and talents to effectively serve our customers.

The Office of Human Resources has two broad goals that reflect both the need to develop our internal systems and staff and the need to partner with agencies to improve HR statewide.

Key Results Area

Provide leadership to state government

Objective: 1 Research and recommend HR initiatives to the Budget & Control Board and the General Assembly

Strategy: *A: Recommend legislation to improve HR delivery*

Strategy: *B: Develop policies, regulations and approaches to improve HR delivery*

Objective: 2 Offer services to help agencies assess and improve various processes

Strategy: *A: Provide assessment services for agency HR functions*

Strategy: *B: Engage in reciprocal information sharing and strategy development with agency leadership and other key contacts*

Key Results Area

Enhance the Board's efficiency, productivity and effectiveness

Objective: 1 Identify competencies for employees to communicate job performance expectations and determine training and development needs

Strategy: *A: Incorporate competencies into the hiring, employee development and EPMS processes*

Objective: 2 Develop, support and improve OHRs internal systems and processes

Strategy: *A: Review, evaluate, revise and maintain current systems and processes that support the work of the office*

Strategy: *B: Develop new systems and processes that support the work of the office*

Key Results Area**Enhance the Board's efficiency, productivity and effectiveness**

Objective: 3 Provide administrative and support functions to OHR staff through OHRs administration

Strategy: *A: Provide support through OHRs administration to program areas to improve processes, increase effectiveness, and provide staff with necessary resources to perform their duties*

Objective: 4 Increase staff knowledge of activities within all of OHR and the Board

Strategy: *A: Provide OHR staff with professional development opportunities that will expand their knowledge of other OHR program areas, the Board, and State Government*

Objective: 5 Provide technological, administrative and support functions to OHRs external customers

Strategy: *A: Apply technological solutions to HR information needs for the agencies and the public*

Key Results Area**Satisfy stakeholders and customers**

Objective: 1 Provide state-of-the-art program services for agency human resources

Strategy: *A: Support, guide and assist agencies in the delivery of HR services*

Strategy: *B: Provide specialized HR services to agencies and the public*

Strategy: *C: Develop and provide appropriate support for assigned external entities*

Key Results Area**Secure stable and predictable resources in order to provide better services**

Objective: 1 Promote the HR function in state government

Strategy: *A: Identify and respond to opportunities to raise awareness of HR issues with professional associations, organizations and groups in state government*

Key Results Area**Increase diversity across the organization**

Objective: 1 Promote and support diversity within the Budget & Control Board and across state government

Strategy: *A: Identify and respond to opportunities to increase and promote diversity across the organization and the community*